

Introduction to Team-Based Variable Pay

Team-Based Variable Pay (TBVP) was placed into legislation during 2001. It was the intent of the general assembly to create a statewide team-based variable pay program to reward individual attendance centers for improvement in student achievement. A pilot program was established to give Iowa school districts with one or more participating attendance centers the opportunity to explore and demonstrate successful methods to implement team-based variable pay. TBVP was first piloted by 18 schools in 10 districts during the 2001-2002 school year. TBVP was not funded during the 2002-2003 school year. During the 2003-2004 school year 10 schools in six districts participated. Of those 10 schools, six received awards of \$100 per student enrolled K-12 to be divided among their staff. The 2001-2002 pilot is discussed in additional detail at: <http://www.state.ia.us/educate/ecese/tqt/tc/documents.html>.

Additional information:

1. Each school district approved by the department to participate in the pilot program shall administer valid and reliable standardized assessments at the beginning and end of the school year to demonstrate growth in student achievement.
2. All licensed practitioners employed at a participating attendance center that has demonstrated improvement in student achievement shall share in a cash award. However, the school district may extend cash awards to other staff employed at the attendance center.
3. The principal, with the participation of a team of licensed practitioners appointed by the principal, at each participating attendance center within a school district shall annually submit district attendance center student performance goals to the school board for approval. The attendance center goals must be aligned with the school improvement goals for the district. The district shall determine the designation of an attendance center for purposes of TBVP. The attendance center student performance goals may differ from attendance center to attendance center and may contain goals and indicators in addition to the comprehensive school improvement plan. An attendance center shall demonstrate student achievement through the use of multiple measures that are valid and reliable.
4. Each participating district shall create its own design for a team-based pay plan linked to the district's comprehensive school improvement plan. The plan must include attendance center student performance goals, student performance levels, multiple indicators to determine progress toward attendance center goals, and a system for providing financial rewards. The team-based pay plan shall be approved by the local board.